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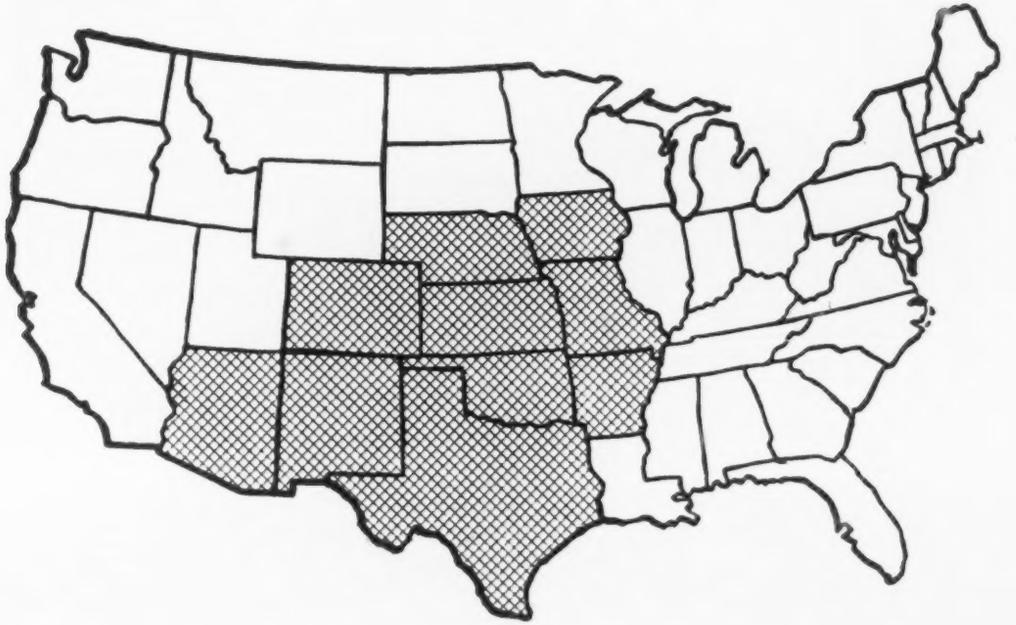
COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1985-86 Academic Year



OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

March 1986

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COLLEGE AND UNIVERSITY SALARIES IN TEN MID-WESTERN STATES

1985-86 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

March, 1986

LIST OF TABLES

Table		Page
1	Average 9-10 Month Salaries for "Big 8" Institutions, 1985-86	3
1A	Average 9-10 Month Salaries of Principal State Universities in the Ten-State Region, 1985-86.....	4
1B	Average 9-10 Month Salaries and Student-Faculty Ratios in State Universities, 1985-86.....	5
2	Average 9-10 Month Salaries and Student-Faculty Ratios in State Senior Colleges, 1985-86.....	6
3	Average 9-10 Month Salaries and Student-Faculty Ratios in Public Junior Colleges, 1985-86.....	7
4	Average 9-10 Month Faculty Salaries by Type of Institution and by Rank, Oklahoma and 9 Selected States, 1985-86.....	8
5	Comparison of Oklahoma Salary Averages with Regional Salary Averages, by Rank, 9-10 Month Faculty, 1985-86.....	9
6	Annual Salaries and Staff Benefits of Selected Administrative Positions by Type of Institution, 9 Selected States, 1985-86.....	10
7	Average 9-10 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1985-86.....	11
8	Average 11-12 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1985-86.....	12

HIGHLIGHTS

Sources of Data.--Data for the 1985-86 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities*, 50 senior colleges, and 67 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 85.4%
State Senior Colleges	- 93.3%
Public Junior Colleges	- 71.6%

University Salaries.--Average faculty salaries at state universities in the region range from $26,066 to $38,161. The median of means for 35 state universities is $32,221.

Senior College Salaries.--Average faculty salaries at state senior colleges in the region range from $24,437 to $34,111. The median of means for 56 state senior colleges included in the survey is $28,606.

Junior College Salaries.--Average faculty salaries at public junior colleges in the region range from $17,715 to $36,645. The median of means for 58 public junior colleges included in the survey is $24,198.

Presidents' Salaries.--The average salary for presidents of universities in the region is $91,385; for state senior colleges, $72,026; and for public junior colleges, $59,551.

University Staff Benefits.--The average staff benefits for 9-10 month faculty at state universities in the region range from $5,222 in Colorado to $7,135 in Oklahoma.

Senior College Staff Benefits.--The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $3,713 in Oklahoma to $5,748 in Arkansas.

Junior College Staff Benefits.--The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $4,167 in Arkansas to $6,423 in Arizona.

Presidents' Staff Benefits.--The average staff benefits for presidents' of universities in the region is $12,607; for state senior colleges, $11,786; and for public junior colleges, $9,111.

University Student-Faculty Ratios.--At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.2 to 27.6. The median is 16.6.

Senior College Student-Faculty Ratios.--At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 11.3 to a high of 25.6. The median is 18.0.

Junior College Student-Faculty Ratios.--At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 11.1 to a high of 28.4. The median is 19.2.

Ten-State Average Faculty Salary Comparison.--The average faculty salary for Oklahoma universities is $1,017 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $1,835 above the regional average for similar institutions. The Oklahoma state junior college average is $965 below the regional average.

*For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community College
Northern Arizona University
Pima County Community College
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas
University of Arkansas - Little Rock
University of Arkansas - Monticello
University of Central Arkansas
Westark Community College

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Community College of Denver
Fort Lewis College
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
University of Colorado - Boulder
University of Colorado - Colorado Springs
University of Colorado - Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Hawkeye Institute of Technology
Iowa Lakes Community College
Iowa State University
Iowa Valley Community College District
North Iowa Area Community College
Southwestern Community College
University of Northern Iowa
Western Iowa Tech Community College

KANSAS

Coffeyville Community College
Colby Community College
Emporia State College
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Pratt Community College
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Lincoln University
Missouri Southern State College
Missouri Western State College
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
St. Louis Community College
Three Rivers Community College
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
New Mexico Highlands University
New Mexico Institute of Mining
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico
University of New Mexico - Gallups
Western New Mexico University

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Sayre Junior College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Henderson County Junior College
Houston Community College
Howard County Junior College
Lamar University
Laredo State University
Midwestern State University
North Texas State University
Pan American University
Paris Junior College
Prarie View A&M University
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State Univ.
Sul Ross State University
Tarleton State University
Tarrant County Junior College
Texas A & I University
Texas A&M University
Texas A&M University - Galveston
Texas State Technical Institute
Tyler Junior College
University of Houston - Clear Lake
University of Houston - Downtown
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - San Antonio
University of Texas - Tyler
University of Texas - Permian Basin
West Texas State University

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8' INSTITUTIONS, 1985-86

Institution	Rank	Average Salary
University of Colorado - Boulder	1	$36,423
University of Kansas	2	35,228
University of Nebraska - Lincoln	3	33,637
Iowa State University	4	33,417
Oklahoma State University	5	32,790
University of Oklahoma	6	32,534
University of Missouri - Columbia	7	32,223
Kansas State University	8	32,088
All Institutions		$33,610

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1985-86

Institution	Rank	Average Salary
University of Texas - Austin	1	$38,161
University of Arizona	2	37,734
University of Missouri - Rolla	3	37,051
University of Colorado - Boulder	4	36,423
Arizona State University	5	36,260
Texas A&M University	6	35,791
Colorado State University	7	35,288
University of Kansas	8	35,228
University of Nebraska - Lincoln	9	33,637
University of Arkansas	10	33,468
Iowa State University	11	33,417
Oklahoma State University	12	32,790
University of Oklahoma	13	32,534
University of Missouri - Columbia	14	32,223
University of Missouri - Kansas City	15	32,221
Kansas State University	16	32,088
New Mexico State University	17	31,969
University of New Mexico	18	31,650
All Institutions		$34,853

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Texas - Austin	1	$38,161	20.8	University of Missouri - St. Louis	21	$32,078	15.3
University of Arizona	2	37,734	17.5	New Mexico State University	22	31,969	18.6
University of Missouri - Rolla	3	37,051	11.4	Sam Houston State University	23	31,870	23.0
Coloardo School of Mines	4	36,741	16.2	University of New Mexico	24	31,650	14.9
University of Colorado - Boulder	5	36,423	N/A	Northern Arizona University	25	31,563	16.2
Arizona State University	6	36,260	15.1	University of Colorado - Denver	26	31,326	16.6
Texas A&M University	7	35,791	16.0	University of Texas - El Paso	27	31,032	20.8
University of Texas - Dallas	8	35,661	10.2	University of Northern Colorado	28	30,854	19.6
Colorado State University	9	35,288	16.7	Wichita State University	29	29,205	17.5
University of Kansas	10	35,228	15.6	New Mexico Institute of Mining	30	29,001	N/A
University of Nebraska - Lincoln	11	33,637	N/A	Stephen F. Austin State University	31	28,937	27.6
University of Arkansas	12	33,468	15.7	University of Northern Iowa	32	27,877	18.5
Iowa State University	13	33,417	17.9	Texas A & I University	33	27,852	18.1
Oklahoma State University	14	32,790	16.6	University of Nebraska - Omaha	34	27,611	18.0
University of Oklahoma	15	32,534	13.5	Lamar University	35	26,066	19.7
North Texas State University	16	32,484	16.8				
University of Missouri - Columbia	17	32,223	14.7				
University of Missouri - Kansas City	18	32,221	12.1				
University of Texas - Arlington	19	32,114	16.3				
Kansas State University	20	32,088	14.1				
All Institutions						$33,614	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Houston - Clear Lake	1	$34,111	16.6
Central State University	2	33,418	22.0
Southwestern Oklahoma State University	3	32,290	20.1
University of Colorado - Colo. Springs	4	32,269	17.7
Western New Mexico University	5	31,866	18.2
University of Texas - San Antonio	6	31,190	N/A
University of Texas - Tyler	7	31,123	15.5
University of Texas - Permian Basin	8	30,802	N/A
Laredo State University	9	30,548	15.3
University of Arkansas - Little Rock	10	30,336	13.3
East Central University	11	30,180	19.7
Pittsburg State University	12	30,033	14.9
Metropolitan State College	13	29,971	21.1
Southwest Missouri State University	14	29,858	19.9
University of Southern Colorado	15	29,793	17.0
Southeastern Oklahoma State University	16	29,664	19.3
University of Central Arknasas	17	29,588	18.9
Northeastern State University	18	29,484	22.7
Southeast Missouri State University	19	29,453	16.2
Angelo State University	20	29,234	25.6
Midwestern State University	21	29,220	19.4
Fort Lewis College	22	29,049	23.1
Oklahoma Panhandle State University	23	29,046	17.4
Pan American University	24	28,838	22.8
University of Science & Arts of Oklahoma	25	28,758	15.4
Central Missouri State University	26	28,749	18.0
Emporia State College	27	28,730	16.2
Prarie View A&M University	28	28,673	17.5
Arkansas State University	29	28,538	20.8
Adams State College	30	28,465	22.4
Southwest Texas State University	31	$28,427	25.3
Cameron University	32	28,216	17.2
Northwestern Oklahoma State University	33	28,129	20.1
Missouri Southern State College	34	28,110	16.3
West Texas State University	35	27,818	18.2
Arkansas Tech University	36	27,801	17.1
Fort Hays State University	37	27,651	12.7
Eastern New Mexico University	38	27,495	18.0
Western State College	39	27,141	22.7
Tarleton State University	40	27,129	21.4
Southern Arkansas University	41	27,046	16.4
Missouri Western State College	42	26,965	17.6
Henderson State University	43	26,932	19.5
University of Houston - Downtown	44	26,839	N/A
Chadron State College	45	26,610	17.8
Sul Ross State University	46	26,605	16.3
Northwest Missouri State University	47	26,252	17.6
Mesa College	48	26,230	21.4
Langston University	49	26,147	17.7
New Mexico Highlands University	50	25,988	15.0
Lincoln University	51	25,896	15.6
Texas A&M University - Galveston	52	25,868	11.3
Wayne State College	53	25,758	21.8
Kearney State College	54	25,380	23.7
Peru State College	55	24,519	19.8
University of Arkansas - Monticello	56	24,437	14.9
All Institutions		$28,878	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1985-86

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Maricopa County Community College	1	$36,645	N/A
St. Louis Community College	2	31,593	22.7
Johnson County Community College	3	30,465	16.2
Tarrant County Junior College	4	29,542	N/A
Amarillo College	5	29,327	11.5
Pima County Community College District	6	28,274	22.3
Tulsa Junior College	7	27,873	19.4
Arizona Western College	8	27,504	16.7
Eastern Oklahoma State College	9	26,958	20.6
Oklahoma City Community College	10	26,588	15.5
Northeastern Oklahoma A&M College	11	26,567	23.9
Tyler Junior College	12	26,514	N/A
Hutchinson Community College	13	26,337	14.6
Rose State College	14	26,309	25.4
Henderson County Junior College	15	26,288	15.6
Carl Albert Junior College	16	26,033	15.4
New Mexico State University - Carlsbad	17	25,990	24.7
El Reno Junior College	18	25,872	21.3
North Iowa Area Community College	19	25,855	N/A
Northern Oklahoma College	20	25,605	21.9
Western Oklahoma State College	21	25,315	17.3
Houston Community College	22	25,113	N/A
Arapahoe Community College	23	25,108	20.2
Texas State Technical Institute	24	25,079	N/A
Bee County College	25	25,011	N/A
University of New Mexico - Gallups	26	24,957	12.9
Connors State College	27	24,940	21.7
Murray State College	28	24,930	17.6
Seminole Junior College	29	24,900	18.9
New Mexico State University - Alamogordo	30	24,879	28.4
Howard County Junior College	31	24,829	N/A
Pikes Peak Community College	32	24,723	25.6
Community College of Denver	33	24,703	N/A
Westark Community College	34	24,694	16.5
Seward County Community College	35	24,381	N/A
Otero Junior College	36	24,187	15.4
Sayre Junior College	37	24,139	22.1
Rogers State College	38	24,008	23.4
New Mexico Military Institute	39	23,840	N/A
Paris Junior College	40	23,810	N/A
Des Moines Area Community College	41	23,492	23.2
Jefferson College	42	23,125	15.1
Western Technical Community College Area	43	22,730	13.9
Cisco Junior College	44	22,609	N/A
Iowa Valley Community College District	45	22,556	19.3
Coffeyville Community College	46	22,452	27.4
Fort Scott Community College	47	22,237	21.9
Colby Community College	48	22,089	14.6
Iowa Lakes Community College	49	21,673	19.3
Southwestern Community College	50	21,629	11.1
Phillips County Community College	51	21,500	21.2
Three Rivers Community College	52	21,105	15.8
Western Iowa Tech Community College	53	21,099	N/A
New Mexico State University - Grants	54	20,930	19.0
Pratt Community College	55	20,731	21.3
Hawkeye Institute of Technology	56	20,414	N/A
New Mexico State University - Dona Ana	57	20,305	12.8
Central Community College	58	17,715	13.1
All Institutions		$27,067	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	No. of Institutions	Academic Rank: Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	1	$61,358	1,247	$44,807	962	$33,303	654	$27,977	208	$23,062	3,072	$36,155
Arkansas	1	13	56,135	317	40,735	201	32,302	177	26,826	77	18,039	785	33,468
Colorado	5	5	53,926	1,235	40,575	773	31,948	584	27,797	91	21,532	2,688	34,698
Iowa	2	--	--	643	40,419	499	30,535	556	25,832	144	19,613	1,842	31,712
Kansas	3	1	61,605	965	40,850	718	30,321	561	26,147	168	19,492	2,413	32,820
Missouri	4	--	--	748	39,896	572	30,979	440	27,547	133	19,748	1,893	32,916
Nebraska	2	--	--	618	38,610	407	29,246	313	25,172	71	19,568	1,409	31,961
New Mexico	3	3	58,800	552	39,767	422	29,671	402	24,558	84	20,585	1,463	31,613
OKLAHOMA	2	66	49,174	470	39,655	440	31,394	407	26,807	100	18,276	1,483	32,660
Texas	10	259	56,783	2,052	42,591	1,868	32,725	1,748	27,700	770	21,126	6,697	34,033
SENIOR COLLEGE:													
Arizona	--	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --
Arkansas	7	6	54,709	368	35,488	423	29,849	425	25,114	222	20,674	1,444	28,585
Colorado	7	--	--	427	34,011	300	28,431	271	24,382	53	20,673	1,050	29,262
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	--	--	218	33,224	200	28,754	131	25,028	64	20,812	613	28,718
Missouri	7	--	--	565	35,732	469	30,467	636	25,243	360	20,495	2,030	28,527
Nebraska	4	--	--	150	32,306	104	26,734	141	22,478	91	17,931	486	25,571
New Mexico	3	--	--	87	32,885	99	27,716	102	23,841	50	20,137	338	26,756
OKLAHOMA	10	--	--	394	36,100	301	32,374	505	28,890	328	24,230	1,528	30,435
Texas	15	1	43,790	571	37,939	770	31,121	793	25,721	459	20,962	2,594	29,178
JUNIOR COLLEGE:													
Arizona	3	--	$ --	--	$ --	--	$ --	--	$ --	986	$33,997	986	$33,997
Arkansas	2	--	--	--	--	--	--	--	--	143	23,622	143	23,622
Colorado	3	--	--	--	--	--	--	--	--	305	24,766	305	24,766
Iowa	8	--	--	--	--	--	--	--	--	691	22,668	691	22,668
Kansas	7	--	--	--	--	--	--	--	--	439	26,492	439	26,492
Missouri	2	--	--	158	37,428	147	32,071	109	25,251	190	22,280	604	29,162
Nebraska	1	--	--	--	--	--	--	--	--	192	19,543	192	19,543
New Mexico	6	--	--	12	30,962	22	27,950	54	23,016	85	22,142	173	23,765
OKLAHOMA	14	--	--	--	--	--	--	--	--	929	26,245	929	26,245
Texas	10	--	--	117	33,238	185	30,941	160	28,650	1,378	25,237	1,840	26,616

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1985-86

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$49,174	$56,757
Professor	39,655	41,466
Associate Professor	31,394	31,689
Assistant Professor	26,807	26,974
Instructor	18,276	20,765
Average for All Ranks	$32,660	$33,677
Senior College:		
Distinguished Professor	$ --	$53,149
Professor	36,100	35,366
Associate Professor	32,374	29,887
Assistant Professor	28,890	25,055
Instructor	24,230	20,520
Average for All Ranks	$30,435	$28,600
Junior College:		
Professor	$ --	$35,450
Associate Professor	--	31,224
Assistant Professor	--	26,561
Instructor	26,245	26,398
Average for All Ranks	$26,245	$27,210

TABLE 6
ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION
NINE SELECTED STATES, 1985-86

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	29	30	26	19	29	22	--	1	20	26	18
No. of Individuals	29	111	218	19	29	22	--	1	20	26	18
Salary:											
Highest	$141,250	$117,000	$ --	$73,656	70,900	56,100	$ --	$44,820	$62,818	$67,800	$65,616
Lowest	72,764	50,900	--	37,920	39,655	30,675	--	44,820	33,768	31,200	24,650
Average	91,385	69,023	66,104	50,906	55,842	42,524	--	44,820	45,532	43,381	42,693
Staff Benefits:											
No. of Institutions	28	107	25	19	28	21	--	1	20	25	17
No. of Individuals	28	107	210	19	28	21	--	1	20	25	17
Average	12,607	10,585	10,028	8,501	9,148	7,662	--	7,510	7,905	7,824	7,729
Senior College:											
No. of Institutions	45	43	36	28	44	33	4	4	31	42	22
No. of Individuals	30	125	189	28	44	33	4	4	31	42	22
Salary:											
Highest	$94,245	$72,800	$ --	$70,495	$54,624	$47,187	$32,940	$35,532	$55,116	$47,064	$51,000
Lowest	57,031	30,000	--	30,350	19,992	20,808	28,131	28,065	29,375	18,513	21,408
Average	72,026	55,565	51,127	43,550	38,682	33,054	30,459	31,093	39,458	35,657	36,215
Staff Benefits:											
No. of Institutions	45	43	35	28	44	33	4	4	31	42	22
No. of Individuals	30	125	180	28	44	33	4	4	31	42	22
Average	11,786	8,846	8,146	7,073	6,668	6,106	5,770	5,866	6,674	6,249	6,094
Junior College:											
No. of Institutions	37	25	20	31	31	21	--	--	25	30	10
No. of Individuals	37	70	81	31	31	21	--	--	25	30	10
Salary:											
Highest	$96,000	$66,268	$ --	$78,400	$45,917	$52,441	$ --	$ --	$53,143	$49,524	$42,800
Lowest	39,640	23,800	--	23,925	23,464	19,437	--	--	30,763	22,145	26,888
Average	59,551	47,210	42,736	39,957	33,707	31,238	--	--	39,722	33,210	35,013
Staff Benefits:											
No. of Institutions	37	25	20	31	31	21	--	--	25	30	10
No. of Individuals	37	70	81	31	31	21	--	--	25	30	10
Average	9,111	8,018	6,783	6,457	5,561	5,531	--	--	6,396	5,612	6,435

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,655	$2,480	$1,872	$2,390	$68	$37	$84	$200	$7,131
Arkansas	1	515	2,816	772	2,177	130	103	489	71	6,558
Colorado	5	2,470	2,841	831	820	84	66	178	381	5,222
Iowa	2	1,351	2,884	868	2,075	20	308	9	325	6,490
Kansas	3	2,053	2,015	924	2,280	68	167	227	67	5,748
Missouri	3	1,140	3,103	1,297	2,311	73	85	38	32	6,938
Nebraska	2	1,117	2,209	1,338	2,131	9	60	0	0	5,746
New Mexico	3	1,233	2,391	1,250	2,133	61	34	105	27	6,002
OKLAHOMA	2	1,252	3,501	843	2,210	70	373	82	56	7,135
Texas	10	5,979	2,754	895	2,544	27	37	76	548	6,880
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	1,233	2,564	848	1,933	101	111	57	133	5,748
Colorado	7	1,047	3,309	1,744	269	14	99	38	51	5,525
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	526	1,738	924	1,951	59	57	195	111	5,034
Missouri	7	1,974	1,839	673	1,694	--	82	--	60	4,348
Nebraska	4	465	1,522	879	1,801	0	37	--	0	4,239
New Mexico	3	334	2,034	1,047	1,900	158	36	119	71	5,366
OKLAHOMA	10	1,467	198	670	2,150	70	417	96	113	3,713
Texas	15	2,472	2,425	842	2,145	59	35	33	44	5,583
Junior College:										
Arizona	3	986	$2,080	$1,425	$2,201	$187	$109	$106	$315	$6,423
Arkansas	2	125	2,682	832	1,615	0	75	297	--	5,690
Colorado	4	304	3,022	856	--	482	97	139	43	4,639
Iowa	8	388	1,196	1,759	1,648	76	118	62	128	4,988
Kansas	7	399	934	1,135	1,889	59	82	58	910	5,065
Missouri	2	591	2,792	1,909	--	--	252	134	83	4,900
Nebraska	1	59	1,426	2,166	1,676	--	36	0	120	5,424
New Mexico	6	149	1,844	679	1,715	86	43	120	27	4,513
OKLAHOMA	14	823	806	897	1,870	68	191	79	256	4,167
Texas	9	1,327	2,393	1,032	1,057	63	19	96	98	4,759

TABLE 8

AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1985-86

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	427	$3,192	$2,159	$2,710	$105	$32	$139	$72	$8,410
Arkansas	1	270	3,834	810	2,609	174	106	655	91	8,279
Colorado	2	201	5,707	804	--	154	203	409	325	7,603
Iowa	2	491	4,614	848	2,787	--	517	--	500	9,268
Kansas	3	360	2,695	924	2,674	87	161	291	113	6,944
Missouri	3	345	3,789	1,323	2,482	76	74	38	17	7,799
Nebraska	2	292	2,869	1,349	2,539	15	60	--	--	6,831
New Mexico	3	230	3,010	1,108	2,374	62	55	178	65	6,851
OKLAHOMA	2	231	5,440	869	2,739	70	492	125	48	9,783
Texas	3	726	4,256	1,020	2,680	34	--	222	946	9,158
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	217	3,800	845	2,592	118	122	62	183	7,722
Colorado	2	4	4,163	1,492	--	--	239	164	37	6,094
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	95	2,588	924	2,688	87	62	290	187	6,826
Missouri	5	59	2,780	656	2,073	--	87	--	71	5,666
Nebraska	4	21	2,197	902	2,505	--	26	--	--	5,629
New Mexico	1	4	2,397	474	2,224	631	54	189	138	6,107
OKLAHOMA	7	61	410	685	2,457	70	476	122	128	4,348
Texas	10	128	3,688	590	2,782	74	18	74	--	7,323
Junior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	1	18	3,282	977	1,677	--	58	476	154	6,624
Colorado	1	1	3,389	856	--	139	149	139	--	4,778
Iowa	7	303	1,186	1,573	1,885	68	151	100	177	5,140
Kansas	6	44	732	1,245	2,150	86	82	72	627	4,994
Missouri	1	13	2,605	958	--	--	93	69	--	3,725
Nebraska	2	133	1,296	2,433	1,523	--	83	--	73	5,407
New Mexico	4	24	1,921	865	1,774	65	53	132	28	4,838
OKLAHOMA	13	106	865	891	2,130	65	194	84	215	4,445
Texas	10	474	2,542	1,053	718	244	16	150	319	5,042